



Health Skill Panels E-News

February 2004

Volume 1, Number 2

Calendar Highlights...

February 26
State Skill Panels Meeting
SeaTac Occupational Skills
Center, SeaTac

March 24-26
NW Regional Rural Health
Spokane

April 15
State Workforce Taskforce
Place TBD

April 23-24
UW Health Sciences
Open House
Seattle

*Health SKILLS Panel
E-NEWS* is published
monthly by the Washington
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Health SKILL Panels Workshop A Success! *"Sharing Best Practices in Healthcare Workforce Development"*

Workshop Highlights...

Many thanks to the Planning Committee members who put together a great winter workshop: **Leif Bentsen, Monet Craton, Josie Darst, Brooke DuBois, Madeleine Thompson and the AHEC Crew (Terry, Bettie, Jodi, Steven)**. Thanks also to the WWAHEC staff for all the hard work keeping things organized (Lori, Frank).



Lots of discussion and sharing of ideas across the regions!

Comments on the evaluations indicated it was great to have a chance to interact and share program information amongst all the Health Skill Panels, and several people offered suggestions for specific follow-up activities. Panels were interested in being able to access assessment tools and career materials; great web sites links for health careers; and information on products and services created by regional Panels or other entities.

Skill Panel Members Discuss Statewide opportunities and strategies

Health Skill Panel members discussed and identified a number of common goals and decided to explore these opportunities: (lead person identified)

- Health Educator Network: (Monet Craton) will work on faculty recruitment strategies.
- Simulator Training dummies: (Jamie Krause & Pat Scruggs) will explore group purchase and regional sharing opportunities.
- State website development: (Bettie Rundlett) will explore having a single state site that links to all the regional Panels.

****AHEC will be contacting the lead persons shortly to get things going!**

In addition, representatives from the five Eastern Washington Skill panels had a dinner meeting the evening before the Workshop. Pat Scruggs did a wonderful job facilitating discussion on how to leverage regional efforts in securing funding to continue projects once initial funding is expended. Group consensus was that priority areas needing ongoing dollars are providing/expanding core courses for allied health education programs, and providing specialty training for incumbent workers to improve retention. Another area of interest was to develop revolving loan funds within regions, possibly using the WDCs as fiscal agent. Participants agreed that future meetings of the group would be beneficial, and that all were willing to work on joint grant submissions.

**Save the Date! Health Skill Panels Semi-Annual Workshop
June 9, 2004 in Yakima Details coming soon!!**

Legislation in the Hopper - Are your panel members aware?

There is some state legislative activity that your skill panels should be aware of and if interested, contact their legislators to state their position.

Expansion of State Loan Repayment and Scholarship Program:

- in the Governor's Budget at \$2 million
- doubles the current biennial appropriation
- first time budget has been increased in 10 years
- immediate impact on the health workforce statewide strategies

Two-tiered level of Dental Hygienist license in Washington State:

HB2850 Allows Washington State to restructure current Dental Hygienist licensing requirements. Currently state law allows only advanced prepared Dental Hygienists to be licensed in this state, creating barriers for out-of-state educated hygienists to obtain a license and practice in Washington. Creates a tiered-licensing process that expands access to dental hygienists that have been trained outside of Washington State. Provides a measure of short-term immediate relief to the dental access crisis.

The Workforce Board will post a legislative calendar on its website each Friday during the 2004 session to keep you posted on workforce-related bills, hearings, work sessions, and more. Watch for articles in this newsletter, or go to www.wtb.wa.gov for the latest information. Key workforce-related issues to be addressed in the 2004 session include the dropout rate, high school reform, higher education's responsiveness to the labor market, the Higher Education Coordinating Board's strategic master plan, and the continuing shortage of health care personnel. For more information, contact Wes Pruitt at 360-586-1672, wpruitt@wtb.wa.gov or Madeleine Thompson at 360-753-5653, mthompson@wtb.wa.gov. (from the January WTECB Newsletter)

Link to Governor Locke's budget:

<http://www.ofm.wa.gov/budget04/highlights/index.htm>

Project H.O.P.E. Applications Being Sought

Health Skill Panels should be aware of Project HOPE (Health Occupations Preparatory Experience), a statewide effort funded by the Department of Health and managed by the two



AHECs. Under-represented rural students in the 10th and 11th grades are eligible to apply for a six-week internship in a health care facility in their community. Students are paid a stipend of \$100 per week and work a minimum of 20 hours. Students may rotate through various hospital departments, assist in community health centers or private clinics, or gain experience in public health departments and community

health agencies. In its third year, application forms have been sent out to high schools throughout the state and are due by March 5th. Panels should check with their high schools to encourage their participation and to see if there are linkages to other local workforce activities being planned. About 50-55 students are selected each year from a pool of 150+. For more information contact Terry or Bettie.

***Rachel Thurman, HOPE Intern observing in the OR. She is now at Spokane CC completing prerequisites for the nursing program.*

U-DOC Program Targets Students Interested In Medicine

The U-DOC Program is part of a Health Careers Opportunity Grant program through the University of Washington School of Medicine. This six week summer camp experience is hosted at each of the WWAMI medical student training sites at the UW Seattle, WSU/UI Pullman, MSU Bozeman, UA Anchorage and UWy Laramie. Minority and under-represented students in grades 11-12 are eligible and are paid a small stipend to participate. Students attend academic enrichment classes, learn about college entrance requirements and financial aid and get first-hand experiences in primary care. The AHECs assist in recruiting, selection and setting up special activities for the students. Applications are available through local high schools and are due February 28th. Applications and information is available on the following web sites:

www.wwami.wsu.edu/udoc and <http://depts.washington.edu/omca/UDOC/index.htm>

Healthcare Grant Pays Off for Students in Rural Grant County

The Mattawa Community Health Clinic exemplifies rural healthcare at its best. The staff is small and caring. Everyone works hard to ensure that the best possible care is provided to every patient, rich or poor. The nurses, assistants and clinical help know their patients and make them feel comfortable and welcome. Recently, the clinic has been fortunate enough to have received a grant to expand their practice. This expansion will enable them to serve a larger portion of the community in the near future.

The staff of the clinic is also lucky to have a supervisor who is caring and interested in increasing their opportunities for education. Unfortunately, these opportunities can be very limited in the outlying rural areas of Grant County. The nearest community colleges are nearly almost an hour away from the town. It is simply not possible for many of the clinic employees to travel those distances for school while working a full-time schedule and raising a family.

When the TIP or E3 Healthcare grant was introduced to the Mattawa area, Clinic Administrator Debra Howey was excited by the new opportunity afforded to her employees. Under the grant, education for rural healthcare workers is delivered to the jobsite, allowing employees to learn while at work. The prospect of offering her employees an opportunity to take college classes while staying in the Mattawa area was very exciting. Debra understood that it can be very difficult to attract qualified healthcare workers to the remote rural areas of our state. Under this grant, with these opportunities for education at work, employees can be grown locally.

Debra quickly identified a cohort of employees who were interested in participating in this specialized grant. SkillSource personnel traveled to the clinic to assess each individual for eligibility in the program and everything looked like it was good for starting the class. Unfortunately, a problem arose. The local community college was unable to identify a skilled instructor that was willing to travel the 45 miles one way to get to Mattawa. A creative solution to this problem was found by certifying the resident Nurse Practitioner of the clinic, who was initially placed through the Rural Locum Tenens program managed by the EWAHEC, to become a Big Bend Community College instructor.

Twice a week, nurse practitioner Sharon Vance instructs the Mattawa students in Anatomy and Physiology. While in class, students are paid normal payroll. All tuition and books are paid and any other included fees are also covered. This partnership between healthcare clinics, local community colleges and SkillSource has served to increase opportunities for career advancement and skills upgrade of workers in the rural areas.

Laboratory Workforce Shortage Taskforce – Survey Results

The Clinical Laboratory Advisory Council (CLAC) recently published the results of its 2003 survey which reflects the continuing significant shortages in Washington for hospitals, clinics and independent laboratories. The survey was sent to 204 laboratory managers and had a 53% response rate. The data from the survey was also compared to a similar one completed in 1999 so there are benchmarks to help monitor changes, both positive and negative. Although, overall, Washington compares favorably with national statistics, there are still critical shortages in specialty areas such as cyto/histotechnology and microbiology. For the full report, written by Leonard Kargacin, MA, CLS(NCA), DOH Laboratory Quality Assurance, click on the link below:

http://www.doh.wa.gov/hsqa/fsl/lqa_newsletters.htm

HELP WANTED!!

The Pooled Resources Committee of the Northeast Health Care Group/Eastern Washington Partnership requests research leads or report information on the following topics: exceptional models of allied health skill centers; a comprehensive listing of all available allied health distance learning opportunities (degree or certificate granting); samples of local electronic bulletin boards/webpages for sharing regional health career information, and any leads for foundation/grant support for regional health improvement consortiums. Please contact Patrick Malone at pmalone@iel.spokane.edu. Thanks.

Save the Date:

2004 Cultural Competency Summit

Omak, WA February 20-21st

Sponsored by Mid-Valley Hospital, the Washington Health Foundation and the University of Washington, the Cultural Competency Summit will be in Omak, WA on February 20th & 21st. The Summit will explore how culture and ethnicity affect your patients/clients health and the healthcare we provide. For information on the Summit please visit their website at: mvhealth.org.

NW Regional Rural Health Conference

Spokane - March 25, 26

Attended by rural health stakeholders, providers, hospitals, public health, advocates and policymakers. Information at ahec@wsu.edu; (509)m 358-7640. On-line conference brochures can be found at either AHEC website listed on the front page.

Biennial University of Washington Health Sciences Open House

University of Washington Health Sciences Bldg. April 23 - 24

Two-day event with a high school focus on Friday and open to the public on Saturday. Opportunity for UW to highlight health degree programs, research, status in the health professions training environment. Opportunities to talk with health professional training program representatives. Great health occupations awareness opportunity! High schools are interested in attending - Find out how you can help them!

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

A special meeting of the Washington State Apprenticeship and Training Council has been re-scheduled for February 23, 2004, at 9:00 A.M. at the Duwamish Industrial Training Center, Building B, Rooms B102, B104, and B106, at 6770 East Marginal Way South, Seattle, Washington. This meeting is being called, per Council directive of this date, January 16, 2004, for the purpose of conducting a hearing to hear an objection regarding CITC's request for revision of its existing geographical standards. The issues will be limited to CITC's geographical standards. For more information contact:

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Apprenticeship Web site:

<http://www.lni.wa.gov/TradesLicensing/Apprenticeship>

Nursing Practice Guide Available

The Department of Health, Nursing Care Quality Assurance Commission now has a "Nursing Practice Guide" on-line. This is an excellent resource for answering scope of practice questions, finding position statements and advisory opinions, and there is a lot of other useful information.

To find the guide:

<https://wws2.wa.gov/doh/hpqa-licensing/HPS6/Nursing/default.htm>, then click on "Practice Information". Please feel free to share this valuable resource with any and all interested parties.

Contact:

Terry J. West, Deputy Executive Director

(360) 236-4712 / FAX (360) 236-4738

Web site: <https://wws2.wa.gov/doh/hpqa-licensing/HPS6/Nursing/default.htm>

Workforce Diversity - On Your Radar Screen?

Look for the release of the Institute of Medicine's (IOM) publication and release of their report on Workforce Diversity in the Health Professions, *"In the Nation's Compelling Interest: Ensuring Diversity in Health Professions"*. It includes strategies towards institutionalizing diversity into the health care workplace. This document can be an excellent resource for your efforts to expand diversity in your workplace, reflecting the populations that your institutions serve. Click on the IOM website for more information:

Resources

<http://www.iom.edu/event.asp?id=17856>

Another excellent resource, published in August 2003 by the California Endowment in conjunction with the Center for Health Workforce Studies at UCSF, is ***“Strategies for Improving the Diversity of the Health Professions”***. Although the data is focused on California, the findings and recommendations, as well as the listing of resources, can be helpful to other states. Information on the publication can be found at

<http://futurehealth.ucsf.edu/cchws.html>.

Area Health Education Centers – Our Focus is You

Part of what we will be doing is helping to capture your skill panel activities so there is current and expedient information to promote maximum "best practice sharing". This will allow us to showcase skill panel successes in a timely and peer-to-peer environment. As we compile information, trends can be easily identified so that when major, unsolicited grant opportunities arise, the Skill Panels can be looked to as having identified successful strategies that require ongoing funding and where there is identified statewide support, partnerships and collaborations in place. Let's work together to achieve our goals!

Health SKILLS Panel *ENEWS* is your information superhighway! The newsletter will be published each month and provide a new opportunity for sharing information on projects, resources, good news and events happening in your region. Send information to your AHEC partner by the third Monday of each month for inclusion in the newsletter.

This E-Newsletter is provided as a service to the Washington Health Skill Panels and Workforce Development Councils by the Washington Area Health Education Centers. Funding is provided through a contract between the WTECB and the AHECs. The Workforce Training and Education Coordinating Board can be reached at (360) 753-5660. <http://www.wtb.wa.gov/>